DOCUMENT RESUME

ED 070 862 VT 018 352

TITLE	Health Manpower: An Annotated Bibliography.
INSTITUTION	American Hospital Association, Chicago, Ill.
PUB DATE	May 72
NOTE	44p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Annotated Bibliographies; Career Planning; Careers; *Directories; Health Education; *Health Occupations; Health Personnel; *Minority Groups; *Recruitment
IDENTIFIERS	*Health Manpower

ABSTRACT

Divided into two major parts, Health Manpower and Minority Group Employment, this annotated bibliography was prepared to assist individuals concerned with developing health occupations programs, those contemplating health careers projects and/or related activities, and those involved in minority group recruitment activities in the health field. References in Part I appear under these headings: (1) career counseling, (2) career programs, (3) education and training, (4) health manpower, (5) medical corpsmen, (6) nurse education and recruitment, (7) physician's assistants, and (8) miscellaneous. Part II entries are listed under: (1) manpower policies and unemployment, (2) education and minority groups, (3) recruitment and employment, (4) training and upgrading, (5) case histories, and (6) miscellaneous. Publishers' names and addresses are included. (SN)

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HEALTH MANPOWER
An Annotated Bibliography

American Hospital Association
Division of Careers and Recruitment
Bureau of Public and Community Relations

May 1972

VT018352

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PREFACE

Most of the references in this bibliography appeared in the 1969, 1970, and 1971 issues of Cross-Reference, a monthly publication of the Association. The bibliography is divided into two sections; the first section includes publications and articles on various aspects of health manpower such as recruitment, education, and manpower programs. The second section presents a representative selection of reference materials on minority group employment; those citations preceded by an asterisk (*) are reprinted with permission from the Hard-Core Unemployed, An Annotated Bibliography published by the New York State School of Industrial & Labor Relations, Cornell University, Ithaca, New York.

This annotated bibliography should be particularly useful to individuals planning health careers projects and activities, those concerned with the development of health occupations programs, and persons involved in attracting and retaining minority group representatives in the health field.

HEALTH MANPOWER

CAREER COUNSELING

Assisting Vocational Development in the Elementary School, National Vocational Guidance Association. Washington, D.C., American Personnel and Guidance Association, 1966. 16p. 40 cents. This booklet covers the roles played by various persons (principal, counselor, teacher, curriculum specialist, parent) involved with vocational counseling for the elementary school child. It also includes a chart on appropriate vocational activities for each grade level and a bibliography. Available from the APGA Publications Sales, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

Career Decisions. Delmont K. Byrn. Washington, D.C., National Vocational Guidance Association, 1969. unpaged. 50 cents. This booklet is designed to give high school students assistance in making a career decision. It is divided into the following major sections: the decision years, your emerging self, the working world, and career development. Available from the National Vocational Guidance Association, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

Computer-generated bibliography of occupational information. Arthur M. Kroll. Vocational Guidance Quarterly. 18:3-9, September 1969. The author points out the need for a clearinghouse on occupational information and presents a brief review of the existing systems for indexing occupational information. He also describes the career information project undertaken by the Newton, Mass. Public Schools to develop a new indexing procedure. Because of the cost involved, the author suggests that a professional group and a private company join forces to support a computer-mediated bibliographic indexing system.

Counselors' Responsibilities to the Non-College Bound. S. Norman Feingold. Washington, D.C., B'nai B'rith Vocational Service, 1970. 11p. 50 cents the author points out that 80 percent of school dropouts and 56 percent of high school graduates never had job counseling. He notes that high

school guidance counselors have tended to ignore the student not planning to continue his education and outlines suggested areas of responsibilities (counselors') toward these students. Available from the B'nai B'rith Vocational Service, 1640 Rhode Island Ave., N.W., Washington, D.C. 20036.

Federal Dollars for Scholars. Henry Toy Jr., Washington, D.C., Nu-Toy, Inc., 1970. various pagings. $3.99. This book provides information on the selective service system and the various branches of government that offer financial assistance to undergraduate and graduate students. The major section of the publication describes the 401 programs supported by 36 federal agencies of financial assistance for education, research, or training. Health related professions include medicine, dentistry, nursing, pharmacy, and social work. Available from Nu-Toy Inc., 1840 Fenwick St. N.E., Washington, D.C. 20002.

Guidance for Urban Disadvantaged Youth. Edmond C. Hallberg, (edit.) Washington, D. American Personnel and Guidance Association, 1971. 244p. $3. This book includes articles published from 1957 through spring 1970 in such publications as the Vocational Guidance Quarterly, The Personnel and Guidance Journal, and The School Counselor. The articles are grouped under four major headings: learning capacity and educational opportunity, aspects of counseling urban disadvantaged youth, the impact of testing on urban disadvantaged youth, and segments of vocational and career guidance and urban disadvantaged youth. Among the titles are learning and the socially deprived, counseling the culturally encapsulated American Indian, the social impact of testing, and occupational aspirations of poverty-stricken negro students. Available from the American Personnel and Guidance Association, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

Guide to federal career literature. U.S. Civil Service Commission. Washington, D.C., Government Printing Office, 1969. 32p. 55 cents, prepaid This directory is a reference guide to federal recruiting literature. It contains descriptions of 246 publications from 46 different departments and agencies classified according to agency. An index lists numbers corresponding to publications appropriate to specific college majors. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Guide to Student Assistance. Committee on Education and Labor, U.S. House of Representatives, Washington, D.C., Government Printing Office, 1970. 130p. 60 cents, prepaid. This booklet provides information on the major federal financial assistance programs for undergraduate and graduate education. One section describes selected federal graduate fellowship programs with information on application procedure and allocation and award of fellowships. Available from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

New guidance materials for the disadvantaged. Gerald Smith. Occupational Outlook Quarterly, 15: 31-33. Summer 1971. The article outlines a project of the Bureau of Labor Statistics in cooperation with the Manpower Administration to provide special occupational guidance materials for the disadvantaged. The pilot project involves the preparation of 50 vocational guidance statements which would include three on the following health occupations: Hospital attendants, licensed practical nurses, and medical laboratory workers.

NVGA Bibliography of Current Career Information. National Vocational Guidance Association. Washington, D.C., American Personnel and Guidance Association, 1969. 129p. $2.00. This booklet presents guidelines for preparing and evaluating occupational materials and guide for preparing industrial career brochures. Entries of career literature are grouped according to occupation with each selection graded according to its potential value to the guidance counselor. The booklet also includes a selected listing of current career films. Available from APGA, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

Occupational Outlook Handbook, 1972-73 Edition. U. S. Department of Labor. Washington, D.C., Government Printing Office, 1972. 875p. $6.25, prepaid. This edition of the handbook includes descriptions of 22 health service occupations. Introductory sections present information on outlook and education, educational trends, and employment growth. Major headings are professional and related occupations, clerical and related occupations, sales occupations, service occupations, skilled and other manual occupations, etc. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Vocational aspects of elementary school guidance programs: objectives and activities. Edward D. Smith. Vocational Guidance Quarterly. 19: 273-279 June 1970. The author advocates career exploration for youngsters at an early age. He lists seven elements that vocational guidance programs in the elementary grades should include and discusses various ways of interesting the child in occupational areas.

Vocational guidance: room for improvement. Howard Rosen. Manpower. 1:6-8, August 1969. The author points out that youngsters need better guidance at the junior high school level so that they can make a choice between academic or vocational programs in high school. He believes that one of the reasons for high unemployment rate of teenagers is the result of poor vocational guidance in school.

CAREER PROGRAMS

Attracting young people into careers in the health professions. James F. Toole and others. Journal of Medical Education. 45:415-20, June 1970. The authors describe a six week summer work-study program offered by

the Bowman Gray School of Medicine. The program introduced high school and college students to the wide variety of careers available in the health field. The article reports on student evaluation of the program, changes in attitudes, and faculty evaluation.

Career day for handicapped students. Mrs. Lewis Schachne. The Volunteer Leader, 12:1-6 August 1971. The author describes a program sponsored by the Women's Association of the New York Eye and Ear Infirmary to help handicapped youngsters explore career opportunities in the health field. She points out that often handicapped persons have unrealistic goals relating to careers. Exposure to hospital jobs gives the handicapped high school student an idea of job requirements as related to his handicap.

The Career Information Center: A Working Model. Washington, D.C., U.S. Office of Education, 1969. 42p. 30 cents. The booklet describes the services offered by a career information center: assemblies for both junior and senior high school students, career conferences, television and radio, tape recordings, and filmstrips. The Career Information Center at Northeastern University, Boston, provides most of the background information. Available from the U.S. Superintendent of Documents, U. S. Government Printing Office, Washington, D.C. 20402.

Disadvantaged teen-agers learn fundamental job skills as volunteers. Helen Bond. The Volunteer Leader, 123:20-23 August 1971. The author outlines a junior volunteer program for students from an inner city community at Highland General Hospital, Oakland, Calif. The hospital gears orientation and training programs to meet individual group needs. In addition to the volunteer program the hospital places some volunteers in the Neighborhood Youth Corps who work in the hospital.

An effective recruitment campaign. George B. Byrum. Hospitals, J.A.H.A., 45:80-84 May 16, 1971. When applications to the school of nursing fell drastically, the Ohio Valley Hospital School of Nursing, Steubernville, Ohio launched an aggressive recruitment campaign. The author describes the campaign and its successful results and stresses the responsibility of the administrator for keeping the schools of nursing open and filled.

Exposing students to the world of work. H. D. Brum. Industrial Arts and Vocational Education. 58:24+, October 1969. The author describes a career orientation program that is a required part of the curriculum for 6000 seventh and eighth grade students in six Ohio schools. The major objective of the program is to provide students with as wide an exposure as possible to career opportunities so that they later will have a better base upon which to make a selection.

Health careers and high schools. Manpower. 3:14-19, April 1971. This article explains health occupations programs in two cities--Baltimore, Md. and New Haven, Conn.--designed to keep under achieving youngsters in high school and prepare them for jobs in the health field. Both programs rely on consortiums of local colleges, universities, and health care institutions.

How recruiters influence job choices on campus. William F. Glueck. Personnel, 48:46-52, March-April 1971. The author reports on a study conducted at the University of Texas to measure the influence a company recruiter has on job selection by seniors. Among the recruiter traits mentioned most often by students as influential were knowledgeable, enthusiastic, friendly, convincing, interested in me, truthful. Negative factors mentioned most often were lack of interest in applicant, lack of enthusiasm, poor reruiting practices, time allocation by recruiters.

How teens get a head start on health careers. Arthur Henley. Today's Health. 48:34+, May 1970. The author describes various volunteer and paid positions in the health care field for teenagers. He points out that exposure to careers in health can help influence the student's career choice.

Job corps youth guide recruiters. Walter L. Owen. Manpower, 3:20-21, July 1971. The author tells how Job Corps participants were used in the development of promotional materials aimed at the disadvantaged. Corps members preferred simple, colorful material that provided a realistic picture of the training programs. Separate booklets were prepared for men and women as well as parents of potential recruits. The booklets were written at the fifth grade reading level, using simple declarative sentences with mostly one syllable words.

Nightingales from yellow birds. Myra S. Vickery. American Journal of Nursing 70:2158-59, October 1970. The author describes an exploratory work experience program for junior and senior students at Alhambra (Calif.) High School. Students are assigned to a nursing team at one of two hospitals and work two hours or more a day. Of 63 students who have completed the course during the past seven years, 23 have selected a career in nursing or a related health occupation.

Perceptions of non-college-bound, vocationally oriented high school graduates. Robert L. Betz and others. Personnel and Guidance Journal. 47:988-94, June 1969. A study of 309 high school graduates not college bound showed that these individuals thought that counselors were not helpful in assisting employment-bound youth to make vocational decisions. According to the sample, the most influential factors in making educational and vocational decisions were self-experience of the student, parents, and peers. Only 29 percent considered the high school experience as being valuable and positive.

Planning the career conference. Richard E. Mueller. Junior College Journal. 39:66-8, December 1968-January 1969. The author describes a junior college's career conference for high school students in a three-county area in Michigan. The annual conference has resulted in a coordination of effort and elimination of many individual high school career conferences.

Science-in for subteens. Hospital Topics. 48:65-6, May 1970. The article describes a one-day program at Perth Amboy (N.J.) General Hospital which exposed seventh and eighth grade students to laboratory work in the hospital. Students completed ten tests and learned a number of laborarory procedures.

Summer experience: a positive approach to the manpower dilemma. Barbara E. Neuhaus. American Journal of Occupational Therapy. 23:65-8, January-February 1969. The author reviews the existing summer work programs for high school and college students in occupational therapy, including those sponsored by the army, several universities, and the association. She noted that nearly 40 percent of those who participated in a program either had entered or were still interested in occupational therapy education.

These career programs have one aim: get them young and keep them coming. Modern Hospital. 114:81-3, May 1970. The article describes several programs conducted by hospitals to encourage youngsters to consider careers in the health field. One nursing school has adopted a chimpanzee from the local zoo as its mascot and uses the animal to promote nursing.

Volunteer service changes teen views of mental illness. Myrtis E. Capps. The Volunteer Leader, 12:1-5, September 1971. The author describes a summer program sponsored by the Louisiana Association for Mental Health, using teenage volunteers in mental health facilities. The program was designed to help relieve a manpower shortage and give students an opportunity to learn about careers in mental health. In addition exposure to mental health situations helped change attitudes toward mental illness and mental health.

EDUCATION AND TRAINING

Accreditation of Vocational-Technical Curricula in Postsecondary Institutions. Lloyd E. Messersmith and Leland L. Medsker. Berkeley, Calif., Center for Research and Development in Higher Education, 1969. 121p. $2.00. This is a report of a study focusing on post high school prebaccalaureate institutions and their relationship to organizations concerned with accreditation. Material is included on the history and current status of specialized accreditation. The study explored attitudes of two year institutions and professional accrediting bodies concerning regional accrediting versus specialized accrediting. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

A. A. degree program for food service supervisory. Anita Yanochik and Lois Farone. Hospitals, J.A.H.A. 44:95-97, June 1, 1970. The authors briefly describe a program developed at Phoenix College (Ariz.) to prepare students for food service positions in hospitals, nursing homes, and other institutions. An outline of the two-year curriculum is included.

A collaborative program in allied health training. William R. Hendee, Ph.D. Journal of Medical Education, 46:658-665, August 1971. The author describes a collaborative training program in radiologic technology in Denver. Involved in the program are the Community College of Denver, the University of Colorado School of Medicine, and 14 Denver hospitals with facilities for diagnostic radiology, radiation therapy, or nuclear medicine. Exhibits include an outline of the core curriculum for the first year of training in radiologic technology and the curricula for the second year of training in three subspecialties.

Depth of knowledge of technician and therapist. Louise H. Julius. Inhalation Therapy. 15:71-5, June 1970. The author explains the difference between the technician and therapist. She then describes the education and training required for each level.

Directory of Accredited Allied Medical Educational Programs 1971. American Medical Association. Chicago, the Association, 1971. 302p. This directory lists by state educational programs accredited by the AMA and collaborating organizations for 14 health occupations. Information is included on affiliation, entrance requirements, length of program, student capacity, scholarships, and degree. Available from Department of Allied Medical Professions and Services, American Medical Association, 535 North Dearborn St., Chicago, Illinois 60610.

Directory of Predominately Negro Colleges and Universities in the United States. Washington, D.C., Plans for Progress, 1969, 94p. $1.00. The booklet lists four year institutions and provides information on degrees offered, current enrollment, degrees granted from 1966 to 1968, a brief description of the institution, and educational affiliations. Available from Plans for Progress, 1800 G Street, N.W., Suite 703, Washington, D.C. 20006.

Does everybody need a high school diploma? Ros Wiener. Manpower. 1: 117-9, February-March 1969. The author emphasizes the fact that many jobs can be done successfully by persons without a high school diploma. In many instances a diploma has no effect on the person's ability to complete certain jobs.

Evolution in medical technology education. Betholene F. Love and others. Journal of Medical Education. 44:533-40, June 1969. The authors describe the development of programs in medical technology and comment on the present variations in curricula. They note that many questions must be answered before a standardized program can be achieved.

Guide for program planning: medical laboratory technician. American Association of Junior Colleges. Washington, D.C., the Association, 1969. 49p. $1.50. This guide, developed by the American Association of Junior Colleges and the National Council on Medical Technology Education Committee, describes programs for career-entry medical laboratory personnel

to be based in the junior college. It clearly outlines the responsibilities of the medical community--pathologists and medical technologists--and the college staff. Section 1 presents the eight goals involved in program development; section 2 provides a checklist of the functions and responsibilities of the participating groups. Available from the AAJC, One Dupont Circle, Washington, D.C. 20036.

A Guide for Training Directors: Visits to Three Comprehensive Health Centers. Jeanne C. Barrett. Washington, D.C.: National Institute for New Careers, October 1971. 40p. Single copy free. This issue of the Comprehensive Health Services Careers Development Technical Assistance Bulletin describes programs for training indigenous personnel at the following three centers: The Matthew Walker Health Center, Nashville, Tenn.: Community Group Health Foundation, Inc., Washington, D.C.; and the Martin Luther King, Jr. Health Center, New York City. The author interviewed the training directors at each center to get information on what was done, how it was done, and why. The appendix includes sample curricula, training evaluation form, and family health workers record. Available from the National Institute for New Careers, 4301 Connecticut Ave., N.W., Washington, D.C. 20008.

Educational program in nuclear medicine technology. Guy H. Simmons and others. Journal of the American Medical Association, 217:1082-1084, August 23, 1971. The authors describe two pilot programs at the University of Cincinnati to train nuclear medical technologists and technicians. The baccalaureate program consists of three years in the college of arts and sciences and a 12 month internship while the associate degree program calls for one year in the junior college and a 12 month internship. One of the objectives of the program is to develop educational materials that can be used by others to establish similar programs.

Emergency room staffing problems relieved by trained technicians. Jo Ann Slechter. Hospital Topics, 49:59-61, August 1971. The author describes a training program at Baltimore County General Hospital, Randallstown, Md., to develop emergency room technicians. Included in the article is a detailed job description.

Equivalency and Proficiency Testing. Washington, D.C., U.S. Department of Health, Education, and Welfare, 1970. 82p. single copy free. The booklet presents a review of existing testing programs in the allied health field in such areas as medical technology, nursing, dentistry and physical therapy. It includes information on credit-by-examination programs of colleges and universities, the college-level examination program of the College Entrance Examination Board (CEEB), and practices of allied health schools in granting credit by examination. The bibliography gives a broad selection of references on career mobility, licensure, and similar topics. Available from the Division of Allied Health Manpower, Bureau of Health Manpower Education, 9000 Rockville Pike, Bethesda, Md. 20014.

Facts about the Bureau of Adult, Vocational, and Technical Education. Washington, D.C.: U. S. Department of Health, Education, and Welfare, Office of Education, 1970. 14p. 25 cents.

The booklet carries descriptions of the programs under the jurisdiction of the Bureau and its three operating divisions: the Division of Vocational and Technical Education, the Division of Manpower Development and Training, the Division of Adult Education Programs. Supplementary materials available from each division are listed. Order from Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402.

Getting entry-level training together. Clarence W. Gillespie. Comprehensive Health Services Technical Assistance Bulletin, 2:4-8, March 1971. The author describes some of the basic elements that go into entry-level training programs. He points out the necessity of building in positive reinforcement factors to strengthen the participant's self image. The author also stresses a number of problem encountered in entry-level training efforts.

Improved clinical education for medical students. Bruce G. Fagel. Hospitals, J.A.H.A., 45:61-65, April 16, 1971. The author describes the MECO (Medical Education and Community Orientation) project of the Student American Medical Association. This summer work experience program gives prefreshman and presophomore medical students the opportunity to learn about the functions and role of the hospital in the community. Students rotate through clinical and nonclinical departments under the direct supervision of physicians and staff, observe modern medical equipment in action, and become familiar with the roles and responsibilities of allied health personnel. Students receive an educational stipend, and in most cases, room and board from the participating hospital.

Inhalation therapy education and training programs. Vincent J. Collins. Journal of the American Medical Association. 207:329-32, January 13, 1969 The author presents a history of the development of inhalation therapy, distinguishes between the technician and therapist, and outlines the elements and requirements for an approved training program in inhalation thereapy.

New blood for health jobs. Margaret M. Troxell. Manpower 2:14-17, January 1970. The author discusses Job Corps programs for training women in the following health occupations: licensed practical nurses and nurses aides, medical secretaries, dental and laboratory assistants and ward clerks.

She focuses on two programs---Jersey City Center and the Blue Ridge Center in Marian, Va. Course content is described as well as services provided by the Centers.

New medicine for old maladies. Manpower, 3:7-12, February 1971. The article describes the program to train health advocates and family health workers at the Martin Luther King Jr., Health Center in New York. Functions of the advocate are to sensitize center staff to the needs of low-income patients, inform patients on resources in the city to promote their health, and build community self-sufficiency in health matters. Family health workers are trained to perform many of the home nursing services traditionally given by professional nurses and various social casework services usually handled by graduate social workers.

Nutrition opportunities in specialized health areas. Margaret G. Phillips Journal of the American Dietetic Association. 55:348-52, October 1969. The author discusses career opportunities for dietitians and nutritionists in programs for low-income families. She briefly covers the functions of nutrition personnel, the academic and experience qualifications for the positions, specialized training programs to prepare persons for these positions, and sources of information about these programs.

Obstetrical technicians meet need for trained assistants to R.N.'s. Barbara Anderson. Hospital Topics. 48:73+ January 1970. The author describes a program st Sunrise Hospital, Las Vegas, Nev., for training qualified personnel below the level of R.N. for the labor and delivery rooms. According to the author, potential trainees should be licensed practical or technical nurses. The author includes information on cost of training and increases in wages for the hospital.

Occupational therapy assistant programs. American Journal of Occupational Therapy. 24:277-8, April 1970. Programs listed are the ones approved by the American Occupational Therapy Association. Information includes program name and address, length of program, and name of director. Developing programs also are listed.

Operating room technician program. Barbara A. Black. AORN Journal. 9:76-9, May 1969. The author describes a 12 month operating room technology program at University Hospital, New York Univerisity Medical Center. The program serves a dual purpose, to train surgical technicians and to upgrade presently employed operating room technicians.

Operating room unit manager. Lucy J. Atkinson. Hospitals, J.A.H.A. 44: 104-5, February 16, 1970. The author outlines the tasks a unit manager would perform in the surgical suite. She notes that the manager relieves the operating room nurse of non-nursing activities. The article includes the job description of the surgery coordinator at St. Elizabeth Hospital, Youngstown, Ohio.

Planning and implementing a unit-management program. Edith H. Belsjoe and others. Hospital Topics. 48:28+, June 1970. The authors describe a limited survey of hospitals to determine the use of unit management prior to establishing a program at St. Vincent's Hospital and Medical Center in

New York. Information is included on job title, lines of responsibility, and assigned duties. The authors then describe the development of a unit management program at St. Vincent with special emphasis on the orientation of staff members to the new concept.

Public health service supported training programs for electroencephalographic technologists----a review. James J. Cereghino and Clifford H. Cole. American Journal of EEG Technology. 10:41-53, June 1970. The authors provide brief background information on electroencephalography followed by a report on eight training programs sponsored by Public Health Service grants. Data are given on the number of graduates employed, type of institutions employing graduates, and salaries. Requirements for the registration examination of EEG technologists are listed.

Training of Ambulance Personnel and Others Responsible for Emergency Care of the Sick and Injured at the Scene and During Transport. National Academy of Sciences - Research Council. Washington, D.C. the Academy, 1969. 23p. Booklet presents guidelines for training of ambulance personnel. Available from National Academy of Sciences, 2101 Constitution Ave., N.W., Washington, D.C. 20418.

The under-employed as health workers? Phyllis Upson. NDTRA Bulletin, 57:6-10, May 1971. The author describes a program developed in Houston to train indigent workers to become allied health professionals. The program, sponsored by the San Jacinto Tuberculosis and Respiratory Disease Association and funded under the U.S. Department of Labor's New Career Program, was designed for individuals 22 years of age and older who were umemployed or under employed, considered economically in need, lived in poverty areas, and were referred by the state employment commission. The training program prepares pulmonary function technicians, X-ray technician assistants, and health education aides.

University of Illinois plan for expanding medical education. William J. Grove. Journal of the American Medical Association. 210:871-5, November 3, 1969. The author outlines the three objectives of the plan: A program of independent studies; retention of physicians by increasing internship, residency, and continuing education opportunities; and provision of mechanism for curricular innovation, testing, and refinement that might result in improved and shortened modified curricula. He also describes the fundmental components for implementing the plan which includes the creation of a series of semiautonomous schools within the College of Medicine and modification of the curriculum into a one-year basic science curriculum and a three-year clinical curriculum.

Vocational education in a dynamic labor market. Grant Venn. Manpower. 1:25-7, October 1969. The author believes that attitudes toward vocational education have changed since the passing of the Vocational Education Act of 1963. He notes that the vocational education amendments of 1968 will

help remove barriers among the academic, general, and vocational curriculums. One of his suggestions is the inclusion of exploratory occupational education programs and orientation and guidance programs in 7, 8, and 9th grades.

Bulletin on Hospital Education and Training. Workshop focuses on uses of closed-circuit television in the hospital. May 1970. Single copies free. This issue reports on the uses of closed-circuit television in the hospital and includes information on the availability and costs of TV equipment and the preproduction and production of television tapes. It also lists a selected bibliography of TV Materials.

HEALTH MANPOWER

Biomedical equipment technicians---the need and a solution. James O. Wear, and Jack E. Tompkins. Hospital Topics, 49:29-33, February 1971. The authors classify biomedical equipment technicians in four general categories: rudimentary service and maintenance, general service and maintenance, sophisticated service and maintenance, sales-oriented service. They explore the need for BMETs in hospitals, research, and industry and describe the experience the Texas State Technical Institute had in setting up a program in biomedical equipment technology.

A career in pediatrics. Evanston, Ill., American Academy of Pediatrics, 1971. unpaged. Single copy free. This booklet, through copy and illustrations, describes the job of a physician specializing in pediatrics. It covers the various areas in which the pediatrician can practice such as research, education, and general practice. Information also is included on personal and educational requirements. Available from American Academy of Pediatrics, P.O. Box 1034, Evanston, Ill. 60204.

Career Opportunities--Health Technicians. Edited by Robert E. Kinsinger, Ed.D. Chicago, J. G. Ferguson Publishing Co., 1970. 386p. $11.95. This reference guide examines in detail 25 major health career areas and describes over 150 specific job opportunities available to graduates of technical health programs offered by community colleges, technical institutions, vocational school, hospital-based schools, and some four-year colleges and universities. Information on each career includes specific job descriptions, necessary personnel qualifications, high school and post-high school education requirements, typical curricula, licensure or certification requirements, and regulations, entry-level jobs and ways to get them, working conditions, earnings and benefits, advancement opportunities and future trends. Available from the J.G. Ferguson Publishing Co., Six North Michigan Avenue, Chicago 60602.

Career Opportunity in Service to the Disadvantaged and Handicapped. Washington, D.C., U. S. Department of Health, Education, and Welfare, 1969. 42p. 30 cents. The booklet describes training programs and financial assistance available through the various offices of the

U. S. Department of Health, Education, and Welfare for preparing individuals to work with children and adults who are handicapped by socio-economic background or physical impairment. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Career patterns among hospital pharmacists in the southeastern United States. Michael R. Ryan and Mickey C. Smith. American Journal of Hospital Pharmacy. 26:691-7, December 1969. The authors report the results of a survey of 136 pharmacists who are members of the Southeastern Society of Hospital Pharmacists. The survey was designed to determine the factors involved in selection of hospital pharmacy as a career to help in future recruitment efforts. Three of the factors considered were age, sex, and social class.

Careers in Biology. American Institute of Biological Sciences. Washington, D.C.. The Institute, 1969. 18p. Single copy free. This booklet describes biology and the various types of jobs available in the biological sciences. A list of organizations offering information on specialized areas of biology such as microbiology, parasitology, and phycology is included. Available from the Institute, 3900 Wisconsin Ave., N.W., Washington, D.C. 20016.

Cooperative Area Manpower Planning System: Concentrating Manpower Services Against Poverty. U. S. Department of Labor. Washington, D.C., Government Printing Office, 1969. 8p. 15 cents, prepaid. This leaflet describes the Cooperative Area Manpower Planning System (CAMPS) program which is designed to coordinate manpower services at the local level. The program operates through area manpower coordinating committees made up of local representatives of participating manpower and related programs. Available from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Development of growth of new allied health fields. Israel Light. Journal of the American Medical Association. 210:114-20, October 6, 1969. The author explores some of the problems involved in developing new health occupations. He points out the necessity to distinguish between legitimate specialization and unwarrented fragmentation and the need to develop adequate job descriptions based on task analysis.

Experimental and Demonstration Program: Exploring New Approaches to Manpower Problems. U.S. Department of Labor. Washington, D.C., Government Printing Office, 1969. 8p. 15 cents, prepaid. This leaflet provides information on the experimental and demonstration (E & D) projects under the Manpower Development and Training Act. The program is directed to the hard core unemployed and underemployed---those with special problems in finding and keeping a job. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Health Manpower in Hospitals. Garrie J. Losee, and Marion E. Latenderfer. Washington, D.C.: U.S. Department of Health, Education, and Welfare, Division of Manpower Intelligence, 1970. 82p. $1. This survey, conducted in 1969 by the Bureau of Health Manpower Education in Collaboration with the American Hospital Association and the National Center for Health Statistics to the Public Health Service, presents manpower statistics from a sample of 998 hospitals, which serves as a basis for manpower projections. The report includes national and regional estimates of the numbers of professional and technical health personnel and of other personnel employed in hospitals in the United States on March 29, 1969 and of the numbers of additional full-time personnel needed to provide optimum patient care at the time for the survey. Available from the U.S. Superintendent of Documents, Government Printing Office, Washington, D.C. 20402.

Health Manpower Source Book 21: Allied Health Manpower Supply and Requirements: 1950-80. (Public Health Service Publication No. 263, Section 21) Maryland Y. Pennell and David B. Hoover. Washington, D.C., Government Printing Office, 1970. 107p. $1.25, prepaid. The book provides material on estimated employment in selected medical occupations based on 1967 figures, the growth of medical allied manpower between 1950 and 1967, personnel requirements and employment levels. The number of educational programs and graduates for selected medical allied occupations are listed for occupations requiring the baccalaureate degree and less than baccalaureate degree. Appendixes include a list of health programs, and an inventory of federal programs that support health occupations training. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Industry Wage Survey: Hospitals, March 1969. Bulletin 1688. Washington, D.C., Bureau of Labor Statistics, U.S. Department of Labor, 1971. 90p. $1. The survey reports the earnings of non-supervisory employees in hospitals in March 1969. Categories include registered professional nurses, housekeepers, food service supervisors, stenographers, clerks, and psychiatric aides. Data are given for the United States as a whole and four regions. In addition to information on wages, tables cover paid holidays, paid vacations, and health insurance and retirement plans. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Improved surgical technics will increase pressure on O.R. personnel, facilities. Francis Ginsberg. Modern Hospital. 114:81-3, January 1970. The author discusses the effects changes in surgical techniques, equipment, and facilities will have on operating room personnel. Included in the article is a list of functions operating room nurses and technicians will perform in the near future.

Manpower Report of the President: A Report on Manpower Requirements, Resources, Utilization, and Training. U.S. Department of Labor. Washington, D.C., Government Printing Office, 1970. 329p. $2.50, prepaid. This

is the first manpower report of the Nixon administration. It covers manpower policy and major development during 1969 in employment and unemployment in manpower and related programs. The book is divided into seven chapters: manpower and economic policy, the employment and unemployment record, new developments in manpower programs, toward equal employment opportunity, employment and poverty, income maintenance and work incentives, manpower demand and supply in professional occupations. The latter section includes information on health manpower. Appendixes include statistical data on employment, turnover, earnings, unemployment rates, etc. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Manpower Services. U.S. Department of Labor, Washington, D.C., the department, 1969. 8p. Single copy free. This brochure provides a reference guide to job recruitment, training, and placement aids of the manpower administration. It gives brief descriptions on such programs as MDTA, New Careers, Job Opportunities in the Business Section (JOBS), and Youth Opportunity Centers. Available from the Manpower Administration, U.S. Department of Labor, Washington, D.C. 20210, or one of the nine regional offices of the manpower administration.

Mental health technician: Maryland's design for a new health career. Robert M. Vidaver. American Journal of Psychiatry. 125:1013-23, February 1969. The author describes Maryland's associate of arts degree program in mental health technology offered by three community colleges. He stresses the need for providing opportunities for advanced college education and built-in job advances so that those choosing careers as technicians have job and education mobility.

New Careers: Jobs with a Future and a Profession. U.S. Department of Labor, Washington, D.C., Government Printing Office, 1969. 8p. 15 cents, prepaid. The leaflet presents facts on the New Careers program which helps poor and unemployed people find jobs in public service areas. Participants are paid during the training period. Available from the Superintendent of Documents, Government Printing Office. Washington, D.C. 20402.

Nursing Homes and Related Health Care Facilities. (Industry manpower surveys number 116) U. S. Department of Labor, Washington, D.C., the Department, 1969. 26p. Single copy free. This nationwide survey of nursing homes and related health care facilities presents material on the growth of the industry and occupational composition of employment. Data are presented on employment, labor turnover rates, and job vacancies for the following categories: professional nurses, licensed practical nurses, nurse aides and orderlies, dietitians, food service supervisors, cooks and other food service workers, maintenance workers, clerical workers, housekeeping and laundry workers. Major factors responsible for worker shortages includes high turnover rates, rising entry requirements for new workers, location away from major population centers, and an unfavorable image. Available from Office of Information, Manpower Administration, U.S. Department of Labor, Washington, D.C. 20210.

Occupational licensing: Protection for whom? Karen Greene. Manpower. 1:2-6, July 1969. The author describes the present status of licensing regulations, enumerating on existing confusion and unnecessary limitations. She points out several areas that need reforming such as grading of tests, makeup of licensing boards, and minimum standard testing.

Personnel for the future. Sister M. Virginia Clair. AORN Journal. 11:37-40, January 1970. The author lists a number of concepts for expanding health manpower, considerations in evaluating a hospital's employment practices, and government efforts to alleviate the manpower shortage. She concludes that the community has a responsibility to train nurses, assistants, and technicians by pooling facilities, manpower, and valuable resources and that public-supported educational institutions should help bear the cost of training health workers.

Practice patterns of women and men physicians. Lee Powers and others. Journal of Medical Education. 44:481-91, June 1969. The report is based on a survey of medical school graduates from 1931 through 1956. Data presented includes information on personal characteristics, training and specialization, professional activity, principal employer, and source of professional income.

Problems of the prodeminantly negro medical school. Lloyd C. Elam. Journal of the American Medical Association. 209:1070-2, August 18, 1969. The author points out seven problems faced by the predominantly Negro medical school and presents possible solutions. The problems include a limited pool of Negro applicants, the national character of the schools, the expectations of the national community, and the lack of visibility of the Negro prefessional.

Program for waivered licensed practical/vocational nurse. Raphaela A. Picucci. Journal of Practical Nursing. 19:28-30, September 1969. The author describes a six-month program to prepare waivered LPNs for the LPN licensure examination in Massachusetts. She discusses the development of the program and the problems encountered, stressing the problem of faculty recruitment and retention.

Your Future in Hospital Work. Richard Weir Kirk, New York, Arco, 1971. 124p. $1.95. The first chapter of the publication gives general information on jobs in the health field and some facts about services provided by the hospital. Most of the jobs described require a high school degree and on-the-job training. Included are ambulance attendants and drivers, laundry and housekeeping personnel, and occupational and physical thereapy assistants. Available from Arco Publishing Company, Inc., 219 Park Avenue South, New York, N.E. 10003.

Whither the C.R.N.A.s: onward and upward. Bernice L. Shaw. RN, 34:35-40, January 1971. The author describes the responsibilities and functions of the certified registered nurse anesthetist. The course given at the University of Michigan Hospital is used to illustrate the typical educational program of the nurse anesthetist.

MEDICAL CORPSMEN

Allied Health Personnal. National Academy of Sciences. Washington, D.C., the Academy, 1969 25p. This report covers a study made by the Commonwealth Fund and the National Research Council of the armed forces medical services and their personnel and the possibilities of recruiting the ex-corpsmen to a civilian job in the health field. It indicated that two of the obstacles to overcome are present licensing and certification systems and the lack of career mobility. Available from National Academy of Sciences, 2101 Constitution Ave., N.W., Washington, D.C. 20418.

Former Servicemen of the Army Medical Department: A Profile and Assessment of an Untapped Resource of Allied Health Manpower. (Health Care Research Series No. 14) James J. Young. Iowa City, University of Iowa, 1969. 186p. $5.00, prepaid. In this doctoral dissertation, the author explores the potential for using discharged medical corpsmen in the civilian health field. The author studied corpsmen about to be released from the U.S. Army Medical Department and recorded their opinions concerning selected incentives designed to attract them to the health field. Available from the Graduate Program in Hospital and Health Administration, the University of Iowa, Iowa City, Iowa 52240.

How to recruit military personnel for health careers. Leonard Berlow. Hospitals, J.A.H.A. 43:80-1, July 16, 1969. This brief article points out the large number of armed forces personnel with training in medical and administrative specialties and lists several suggestions for recruiting these men to civilian health jobs.

Medical corpsmen as a source of civilian health manpower in New Jersey. Joan Goldstein. Medical Care. 8:254-60, May-June 1970. The author notes that training and experience (field) for all branches of the armed forces seem to prepare the corpsmen for the emergency room, ambulance service, and operating room. She reviews the existing physician assistant training programs available and points out some of the problems involved in the use of ex-medical corpsmen in civilian health jobs.

NURSE EDUCATION & RECRUITMENT

AORN recruitment program round-up. Robert Wilson. AORN Journal 11:66-8, January 1970. The author describes several local projects conducted by chapters of the Association of Operating Room Nurses to recruit nurses. Efforts include a Careers in Nursing program conducted at summer camps near Cincinnati, personal counseling of students, and tutoring of O.R. technicians to prepare them for certification examinations. The projects are part of a national recruitment campaign sponsored by AORN to attract people to nursing.

Calling all nurses. Kathryn M. Cribari. AORN Journal, 3:22-34, June 1971. The author describes the projects of six regional AORN chapters to recruit students to nursing. Chapters produced recruitment posters, radio and television spots, and other audio and printed material. Some campaigns were aimed at the general community while others concentrated on the elelentary and high school student. Denver, the chapter with the winning recruitment project, developed a slide show to educate parents about hospitals as well as answer questions children ask about health careers.

Careers in nursing. R.N., 32:37+, February 1969. This issue contains 10 articles on careers in nursing including the following: "The hospital: where the action still is," "Public health nurse: a community asset," "Nursing homes: new image, new opportunities." Reprints available for $1.00; quantity prices upon request.

Current trends in collegiate nursing education. Mary A. Dineen. Nursing Outlook. 17:22-6, August 1969. The author outlines the growth of programs in the past few years and points out the problems involved in too rapid a proliferation of programs. She underscores the need for sound planning, considering such factors as community need for the program, available resources, and potential for attracting qualified students and faculty.

Curriculum outline for nurse practitioners. Comprehensive Health Services Technical Assistance Bulletin. 2:3-7, January 1971. This article presents the curriculum for the nurse practitioner developed by the Atlanta Southside Comprehensive Health Center. The curriculum is designed "to provide the nurses with the skills and judgement they need to separate the normal from the abnormal; to promote preventive care, health education, and counseling; and to generally maintain the normal physiological cycle." Presented in table form, the curriculum outline includes the objectives, knowledge required, and skills. The bulletin is available from the National Institute for New Careers, 4301 Connecticut Ave., N.W., Washington, D.C. 20008.

From diploma or associate degree to bachelor's degree. Rosalyn Koffman and others. American Journal of Nursing, 71:2184-2186, November 1971. The authors outline the program at Russell Sage College, Troy, N.Y., for registered nurses from associate degree or diploma programs to obtain a baccalaureate degree. The basic undergraduate nursing student must have earned 90 credits before entering her senior year; 54 of these may be obtained by success on proficiency examinations in nursing as well as in science and liberal arts courses. Students may take courses part-time until the senior year.

Do beginning jobs for beginning graduates differ? American Journal of Nursing. 69:1009-11, May 1969. The article presents the results of a survey of 90 directors of nursing to determine what differentiations are made among graduates of the three professional nursing programs as related to orientation, supervision, and nature of assignment.

Health Manpower Source Book Section 2: Nursing Personnel. (Public Health Service Publication No. 263, Section 2) Bureau of Health Professions Education and Manpower Training, Public Health Service. Washington, D.C., 1969. 144p. $1.50, prepaid Government Printing Office. This book presents data on the number, distribution, and characteristics of nursing personnel---registered nurses, practical nurses, nursing aids and orderlies. Material is included on educational preparation and projections of registered nurse need and supply in various nursing categories. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Nurse in America - the image of a century. RN. 33:27+, February 1970. This issue carries a series of articles on the history of nursing during the past 100 years. Major articles are "Nurses in peace," " Nurses in war," "Nurses in the arts" and "Nurses today."

Nurse-midwives: can they fill the OB gap? Donna M. Ledney. RN. 33:38-45, January 1970. The author discusses the problems and present attitudes facing the acceptance of nurse-midwives in the United States. She also describes the duties of the nurse-midwife in both an urban and rural setting. The article includes information on educational requirements and a list of nurse-midwifery programs (certificate and master's degree) in the United States.

Nursing career ladder. Grace C. Alexander. New Careers Program Assistance Bulletin, (June 1969), 3-5. This article describes two programs in New York City, one to upgrade the nurse's aide to licensed practical nurse and the other to upgrade the LPN to registered nurse. Trainees in both programs work and attend classes at the same time. Each training cycle runs 14 months.

Nursing Careers in Mental Health. National Institute of Mental Health. Chevy Chase, Md., The Institute, 1969. 16p. Single copy free. The brochure describes psychiatric nursing in a variety of settings and prepare information on educational requirements, financial assistance, and career opportunities. Available from the National Institute of Mental Health, 5454 Wisconsin Ave., Chevy Chase, Md. 20015.

Project late start. Lucretia H. Richter. Nursing Outlook. 17:34-6, March 1969. The author describes a publicity campaign organized by the Genessee Valley (N.Y.) League for Nursing to Attract mature women to nursing. All four levels of nursing were included in the campaign.

Project TAP--a tutorial program. Sister Grace Henke. American Journal of Nursing, 71:978-981, May 1971. The author describes the Tutorial Advancement Program (TAP) conducted by St. Vincent's Hospital School of Nursing, New York City. The program, divided into two phases, features a summer remedial session and special tutorial assistance during the students' first year in the nursing program. According to the staff, the strong points of the summer program were residential living, group counseling sessions, a stipend, and programmed instruction. The project resulted in the establishment of a tutorial office for the benefit of the entire student body.

Rebirth of the midwife. Life, 71:50-55, November 1971. This pictorial essay describes the training a nurse midwife receives at the Frontier Nursing Service in Kentucky. It also outlines the functions the midwives perform.

Recruitment tactics. Alice S. Heasley. Nursing Outlook. 18:36-7, May 1970. The author states that recruitment is a broad public relations problem; recruitment would benefit by improving the present image of nursing. She describes some of the recruitment approaches used by Union Memorial Hospital School of Nursing Baltimore, Md., where she is student counselor and recruitment director.

Recruitment to nursing: some research findings. Ronald M. Pavalko. Nursing Research. 18:72-6, January-February 1969. The author reports on a survey of Wisconsin high school seniors in 1957 and a follow-up survey of a sample of former students in 1964 to find out how many students selected nursing as a career and pinpoint possible reasons. (factors determining choice). The variables considered in the study were socioeconomic status, community size, intelligence. The study also covered the factors related to continuing to work as a nurse.

What motivates students into nursing? Joe K. Taylor and Frances S. Richter. Hospitals, J.A.H.A. 43:59-61, January 1, 1969. The authors report on a survey of 384 freshman nursing students in the six Atlanta (Ga.) schools of nursing to determine why they selected nursing. The major influence noted was personal contact with nurses and physicians.

PHYSICIAN'S ASSISTANTS

Child health associate: a new training program in Colorado. Journal of the American Medical Association. 212:1045-6, May 11, 1970. This report provides a description of the University of Colorado Medical Center program to train child health associates. The five-year program prepares the student to work under the supervision and direction of a physician after passing an examination given by the Colorado State Board of Medical Examiners.

"Doctor's assistant": a survey of physicians' expectations. Robert D. Coye and Marc F. Hansen. Journal of the American Medical Association. 209:529-33, July 28, 1969. The authors report on the results of a survey of practicing physicians in Wisconsin. Of the respondents, 61 percent thought that assistants were needed but only 42 percent would use an assistant in their practice. The respondents distinguished between two types of assistants--one to serve primarily in the hospital, the other in the doctor's office. The article includes tables showing the physicians' responses according to specialty, location, professional activity, practice type, and years since graduation.

Hospitals, J.A.H.A., vol. 45 (June 1, 1971). This issue focuses on the physician's assistant. Articles consider such factors affecting the physician's assistant as educational programs, functions, relationships with other health professionals, legal considerations, and acceptance by patients.

How I tried to hire a medical assistant and failed. Len Hughes Andrus, M.D. Career Development, 1:7-9, June 1971. The author tells about the experience he and a rural medical practice group had with physician assistant in Southern Monterey, Calif., before California passed a law to license physician assistants. According to the author, another problem besides licensure was the reluctance of many physicians to delegate tasks. Also a number of nurses resented the higher pay of the P.A.

The nurse-P.A.: one experiment that's working. Bernice L. Shaw. RN, 34:44-47, June 1971. The author describes the program at the Stanford University Medical Center, Palo Alto, Calif. for preparing nurse practitioners. The student spends three months in classroom work and clinical experience followed by a month of field work. She then works 12 months under a physician-preceptor before receiving a certificate as a nurse-practitioner. Graduates are prepared to perform such functions as take complete histories, do physical examinations, and serve as first assistant in surgery.

Pediatric nurse practitioner and the child health associate: new types of health professionals. Henry K. Silver and James A. Hecker. Journal of Medical Education. 45:171-6, March 1970. The authors describe the educational programs at the University of Colorado Medical Center for two new types of pediatric personnel. Information is included on course content and responsibilities of practitioners.

Physician's assistant: medical occupation in the making. Gloria Stevenson. Occupational Outlook Quarterly, 15:8-13, Summer 1971. The author describes the functions and responsibilities of the physician's assistant and presents information on several existing training programs. She also delineates between a Type A assistant and Type B assistant based on criteria developed by the National Academy of Sciences' Board of Medicine.

Potential for newer classes of personnel: experiences of the Duke physician's assistant program. E. Harvey Ester Jr. and D. Robert Howard. Journal of Medical Education. 45:149-55, March 1970. The authors discuss the traditional use of assistants by physicians and then describe the contents of the Duke University physician's assistant program. Data are included on the present status of the 29 P.A. graduates of the program and the attitudes of patients toward this type of health personnel.

A strategy for health manpower: reflections on an experience called MEDEX. Richard A. Smith and others. 214:1362-1367, September 16, 1971. The authors give an overview of the MEDEX experience and present a new nomenclature system for those assisting physicians to indicate competence in job performance rather than a position in a hierarchy. Categories identified are paraphysician/primary; paraphysician/specialty; emergency/primary; emergency/psychiatry.

The Syniatrist: a suggested nomenclature and classification for allied health professionals. Henry K. Silver, M.D. Journal of the American Medical Association 214:1368-1370, September 16, 1971. The author suggests that the term "syniatrist" be adopted to describe allied health professionals practicing in association with a physician. It would have two principal subdivisions that would delineate (1) the area or specialty of practice of the syniatrist, and (2) the relationship of the syniatrist to the physician. Subdivisions would be based on the degree of independence and competence expected from the syniatrist and fall into three groups: associate, assistant, and aide.

Training of physician assistants: status and issues. Joseph Kadish and James W. Long. Journal of the American Medical Association. 212:1047-51, May 11, 1970. The authors provide a brief description of the historical development of the physician assistant concept followed by a summary of current programs. Considerations for program development are given along with a list of current programs.

The urological assistant. Russell T. Church, and Clyde E. Blackard. AORN Journal, 13:67-72, April 1971. The authors describe a one-year program to train urological assistants conducted by the Minneapolis Veterans Administration Hospital. They take up such aspects as pay scale, line of responsibility, and legal risks involved.

Will your next doctor be a doctor? Mike Michaelson. Today's Health. 48:37+, March 1970. The author explores the possibilities of using different types of health personnel to assist the physician and provide health care in rural areas. He describes the use of a family nurse practitioner in New Mexico and physician's assistants in the Medex program in Washington.

MISCELLANEOUS

Career education. Today's Education. Sidney P. Marland Jr. 60:22-25, October 1971. Dr. Marland, the U.S. Commissioner of Education states that general education today fails to prepare youngsters for the world of work. In his opinion we should eliminate the term "vocational education" which has a bad connotation and substitute the term "career education." In this article, Dr. Marland outlines a four-point program proposed by the Office of Education to prepare young people for careers in business and industry until the general education system is abolished in favor of contemporary career development in a comprehensive secondary education environment.

Career ladders are effective. Duncan Moore. Hospitals, J.A.H.A., 45:58-61, August 16, 1971. The author discusses one of the career ladder programs conducted at Sparks Regional Medical Center in Fort Smith, Ark. The professional development and career program is designed for employees working in the department of EEG and cardiopulmonary services. It takes the worker through four career levels, with the highest level being the cardiopulmonary technologist. The program has resulted in increased job satisfaction and reduced turnover.

Channels to opportunity. Gloria Stevenson. Manpower. 2:2-8, April 1970. The author describes the growing trend of television job programs designed to inform the unemployed of job and training opportunities in their areas. She points out that television is one of the most effective methods of reaching large masses of people since 95 percent of all households and 89 percent of all nonwhite households own at least one television set. The article includes a summary of the U.S. Employment Service guidelines for television job programs.

Directory of College Placement Offices: 1971-72. Bethlehem, Pa.: College Placement Council, Inc., 1971. 132p. Data in this booklet include the name and location of the college; name, title, and telephone number of the placement director, the date on which interviews begin in 1971-72, special requirements for the scheduling of interviews, the months in which the institution has graduating classes, and an indication of whether the placement office services alumni. Contact persons also are listed for institutions with schools of allied health professions. Available from the College Placement Council, Inc., P.O. Box 2263, Bethlehem, Pa. 18001.

HEW report on licensure and credentialing: a summary. Carolyn Davis. Career Development, 2:1-7, September 1971. The author provides a review of the report on licensing and credentialing prepared by the U.S. Department of Health, Education, and Welfare. In addition to outlining the recommendations, she presents definitions and some comments on the present status of accreditation, licensure and certification or registration.

Liberal arts graduates: they would do it again. Robert Calbert Jr. Personnel and Guidance Journal, 49:123-129, October 1971. The author reports on a survey of 11,000 graduates (liberal arts) from the classes of 1948, 1953, and 1958. The survey found that most of the graduates selected their career goal after graduation. The majority cited faculty and family as the primary influences in career selection with few using guidance services. The greatest career problem cited was difficulty in obtaining the first job after college.

Licensing of occupational therapist. Marion W. Crampton. The American Journal of Occupational Therapy, 25:206-209, May-June 1971. The author discusses the advantages and disadvantages of licensure and explains the current interest in the subject. She also raises the question of the affect licensure of occupational therapists would have on registration in the American Occupational Therapy Association.

Selecting Advertising Media. (Small Business Management Series No. 34) Harvey R. Cook. Washington, D.C. Government Printing Office, 1969. 114p. 70 cents, prepaid. This booklet describes various types of advertising media such as direct mail and direct advertising, consumer magazines, and radio and television. It includes information on selection of media and costs of advertising. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Upgrading hospital workers. Kenneth Fiester. Manpower 2:24-27, August 1970. The author discusses the results of the upgrading program devised and operated by the American Federation of State, County, and Municipal Employees (AFSCME) and financed by a $1.2 million MDTA grant. Eleven hospitals in three cities supported training programs that ranged in length up to four months.

MANPOWER POLICIES AND UNEMPLOYMENT

*Ginzberg, Eli. Manpower Agenda for America. New York, McGraw-Hill, 1968. 250p. The author cites the historical derivations of the U.S. Manpower Policy and focuses on the technical, economic, social, and ethnic problems of these times. He concludes that changes in emphasis on policy are inevitable, and he stresses the need to reconcile prevailing attitudes about the pursuit of individual freedom while submitting to the effects of planning on a national scale. In this volume Ginzberg continues the seminal incursions into the area of Human Resource Utilization which have identified him as an influential leader in matters dealing with Manpower Policy.

Gordon, Jesse E. Preconceptions play crucial role and may outweigh client needs. Manpower. 3:3-8, April 1971. Dr. Gordon discusses factors which influence the development of a program for the disadvantaged. He believes that such programs tend to reflect the views and needs of the people and organizations who fund and administer them and do not usually meet the needs of the clients to be served.

*Killingsworth, Charles C. Jobs and Income for Negroes. (Policy Papers in Human Resources and Industrial Relations, No.6). Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan, 1968. 92p. This report documents that while the total rate of unemployment in the U.S. has been reduced since 1966, the rate for Negroes has not kept pace. The author examines the causes of this phenomenon and outlines strategies for improving the status of Negroes in the society. He suggests the stimulation of aggregate demand as well as "structural" remedies for alleviating unemployment need to be utilized to effect favorable results in Negro employment rate.

*Manpower Report of the President. Washington, Government Printing Office, 1968. 323p. This report addresses itself specifically to poverty and deprivation as factors influencing employment and indicates that national manpower policy embraces efforts to bring the previously unemployables into dignified and productive work. The report lists and describes the programs which are designed to utlilze skill potentials and alleviate poverty through work involvement.

*Marshall, Ray. The employment and training of minorities. In Lloyd Ulman (ed.) Challenges to Collective Bargaining. Englewood Cliffs, N.J., Prentice-Hall, 1967. p.89-112. The substance of this paper deals with the institutional forces in the work environment which have served as obstacles to improvement of Negro job entry opportunities. The power and influence of management and labor are identified, as well as the conflicts which bring about problems in labor relations. The unemployed minority member becomes the victim of conflicting institutional forces.

*Somers, Gerald G. and Burton A. Weisbrod. The Development of Human Resources. (University of Wisconsin, Industrial Relations Research Institute. Reprint Series No. 97.) Madison, Wisconsin, 1968. p.80-164. Two economists look at various facets of U.S. Manpower Policy, particularly those dealing with retraining and relocation, and make an assessment on the basis of benefit-cost ratios. They conclude that evidence demonstrates that productivity benefits fall short of costs and justification for such programs will depend on social welfare objectives at this time.

EDUCATION AND MINORITY GROUPS

Branson, Herman R. Financing higher education for poor people: fact and fiction. College Board Review. No. 77:5-9, Fall 1970. According to the author, 10 percent of the college enrollment should be black. To reach this goal, 250,000 more blacks need to be enrolled annually. One of the primary problems is financial assistance. The author believes that it would cost an average of $2000 per student to achieve adequate representation plus another $1000 per student presently enrolled. The total cost then would be over one billion dollars per year.

Break for black scholars. Ebony. 24:45+, March 1969. This article lists many of the scholarships and fellowships available to black students.

Carbine, Michael E. Communicating with the disadvantaged. Manpower. 1:2-6, October 1969. The author points out some of the problems involved in communicating with the disadvantaged and notes that this group believes it knows how to communicate. It is the majority that does not know how to communicate with them. According to the author, the most frequently used form of communication in disadvantaged groups is word of mouth followed by television.

Carnegie Commission on Higher Education. A Chance to Learn: An Action Agenda for Equal Opportunity in Higher Education. New York, McGraw-Hill, 1970, 32p. This report presents recommendations for providing adequate higher education to the socially, culturally, and educationally disadvantaged. Some of the suggestions include the development of educational opportunity centers, active recruiting of disadvantaged students, and establishment of experimental programs for the early development of verbal skills.

Clift, Virgil A. Curriculum strategy based on the personality characteristics of disadvantaged youth. Journal of Negro Education. 38:94-104, Spring 1969. The author identifies disabilities, handicaps, and disadvantages of the disadvantaged youngster that make is difficult for him to function in school at an acceptable level. The problems are grouped under three headings: (1) factor of personality, (2) factors of cognitive function and (3) factors in relation to educational values.

Cole, Melvin. Black students and the health sciences. Integrated Eduction. 8:50-8, January-February 1970. The author explores weaknesses of medical schools' recruitment of black students. These weaknesses include an attempt to find black students who are identical to whites except for skin color, entrance requirements which tend to favor white students from prestigious U.S. colleges, and tuition fees which exclude many. The author concludes that programs to recruit blacks treat the symptoms not the disease. He states that an end must be put to those obstacles in our educational system which tend to hold back black students.

College Entrance Examination Board, A Chance to Go to College. New York, CEEB, 1971, 260p. $3. This directory provides information on over 800 colleges that have special help for students from minorities and low-income families. An introductory section directed to the student explains the value of a higher education, the importance of selecting the right school, and the admissions procedure. A quick guide to the colleges includes the following information: housing facilities available, acceptance of nonacademic diplomas, acceptance of equivalency diploma, closing date for admission, application fee waived for minority/ poverty students or no fee, extent of aid coverage, and closing date for financial aid. Brief descriptions of each college contain answers to questions on their special programs and services.

Dove, Dennis B. Maintaining standards of medical education: problems involved while increasing the proportion of students from minority groups. Journal of the American Medical Association. 213:559-60, July 27, 1970. The author makes the point that present attitudes towards minority groups and standards need to be changed, particularly in the medical community. He notes the need to correct the present imbalance that exists in the number of health professions from minority groups.

Hallberg, Edmond C. (ed.) Guidance for Urban Disadvantaged Youth. Washington, D.C., American Personnel and Guidance Association, 1971, 244p. $3. This book includes articles published from 1957 through spring 1970 in such publications as the Vocational Guidance Quarterly, The Personnel and Guidance Journal, and The School Counselor. The articles are grouped under four major headings: learning capacity and educational opportunity, aspects of counseling urban disadvantaged youth, the impact of testing on urban disadvantaged youth, and segments of vocational and career guidance and urban disadvantaged youth. Among the titles are

learning and the socially deprived, counseling the culturally encapsulated American Indian, the social impact of testing, and occupational aspirations of poverty-stricken Negro students. Available from the American Personnel and Guidance Association, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

Harlacher, Ervin L. New directions in community services. Junior College Journal. 38:12-17, March 1968. A discussion of the role of the community college and the efforts some have made to educate those in poor communities. The author feels that the community college can make a great contribution in the education and training of the disadvantaged for technical positions.

Harvey, L.H. Educational problems of minority group students. Nursing Outlook. 18:48, September 1970. The author discusses the need for more minority group members in leadership positions in nursing. She maintains that certain characteristics common to minorities must be taken into consideration in designing greater representation for these groups in undergraduate or graduate nurses' training. She says that minority students need intensive work in two important areas: problem solving and critical thinking.

Haynes, M. Alfred and Victor H. Dates. Educational opportunities in the health professions for Negroes in the state of Maryland. Journal of Medical Education. 43:1075-81, October 1968. A study of the opportunities which exist in Maryland for Negroes to obtain training in medicine, dentistry and nursing. These opportunities are compared to those available to whites in the same area with the white population having a greater number of opportunities open to them than Negroes.

Henry, Joseph L. The Negro health professional: How can Kentucky help? Journal of the National Medical Association. 61:327-32, July 1969. This paper, which was read at the University of Kentucky Health Center, explores the reason behind the decline of Negro applicants to the health professions, particularly dentistry. The author concludes that the problems of racism must be solved first and offers suggestions which will help a university solve problems of race relations.

McClellan, F.M. A black student looks at the present system of financial aid. College Board Review. No. 77:10, Fall 1970. Applying the same financial need analysis criteria to blacks, in the author's opinion, is unrealistic and unfair. In this article the author reviews the admissions procedure through graduation and describes the special effects each stage has on the Afro-American. He points out the need to change financial aid practices related to part-time students which presently eliminate such students from financial aid consideration.

Owen, Walter L. Job Corps youth guide recruiters. Manpower, 3:20-22, July 1971. The author tells how Job Corps participants were used in the development of promotional materials aimed at the disadvantaged. Corps members preferred simple, colorful material that provided a realistic

picture of the training programs. Separate booklets were prepared for men and women as well as parents of potential recruits. The booklets were written at the fifth grade reading level, using simple declarative sentences with mostly one syllable words.

Plummer, Robert H. Escape from the ghetto at Washtenaw. Junior College Journal. 39:18-21, October 1968. A description of the program at Washtenaw Community College near Detroit which provided an occupational program for ghetto youth based on a social sciences curriculum.

Smith, Gerald. New guidance materials for the disadvantaged. Occupational Outlook Quarterly, 15:31-33, Summer 1971. The article outlines a project of the Bureau of Labor Statistics in cooperation with the Manpower Administration to provide special occupational guidance materials for the disadvantaged. The pilot project involves the preparation of 50 vocational guidance statements which would include three on the following health occupations: hospital attendants, licensed practical nurses, and medical laboratory workers.

Spaulding, Norman W. Bridging the color gap. Public Relations Journal. 25:8-11, April 1968. To develop effective communication with the black community, an understanding of its media and leading organizations is needed. The author briefly describes the black press, radio, and national organizations.

U.S. Department of Health, Education, and Welface, Health Careers for American Indians and Alaska Natives: Source Book. Washington, D.C., Government Printing Office, June 1970, 77p. This booklet is a compilation of opportunities in the health field for American Indians and Alaska Natives. Information includes lists of established educational and training programs, sources of financial assistance, and selected references.

U.S. Office of Education. Programs for the Disadvantaged. Washington, D.C., Government Printing Office, 1969. 50p. This booklet outlines the wide range of educational programs for the disadvantaged that are supported by the Office of Education. Information includes a brief description of the program, the public law under which it falls, eligibility, and administrative responsibility within the Office of Education.

*Webster, Staten W. (ed.) The Disadvantaged Learner. San Francisco, Chandler Publishing Co., 1966. 644p. In order to attack the community problems associated with the training and employment of the disadvantaged poor, it is essential to identify and define the nature of the individuals under consideration. This book provides documentation by competent authorities as to the central characteristics of the hard-core unemployed, how they learn, and in turn, how they should be taught.

Whittico, James Jr. The future of medicine and the recruitment and education of minority groups in health fields. American Journal of Medical Technology. 36:84-90, February 1970. The author sees the future of health care seriously impaired unless medical colleges and other health training institutions

expand their facilities, update their curricula, create opportunities for the underprivileged allow student participation in formulation of programs, and come to grips with the needs of the community.

RECRUITMENT AND EMPLOYMENT

*Barrett, Richard S. Gray areas in black and white testing. Harvard Business Review. 46:92-5, January-February 1968. Instead of consigning all tests to the wastebasket because they present problems of class discrimination, the author urges that employers using tests need to develop and validate them to minimize the effect of such discrimination. With valid tests he can hire the best potential employees from the available labor market regardless of race.

Bevins, M.J. To test or not to test? Major arguments for and against personnel testing. Administrative Management. 30:26-30, May 1969. The controversy surrounding personnel testing concerns the methods of validation. This author concludes that testing should be just one tool used in employment procedures, provided they can be properly validated. Tests should never to used as the sole basis of judging the applicant.

Calvert, Robert Jr. Employing the Minority Group College Graduate. Garrett Park, Maryland, Garrett Park Press, 1968. 88p. This report suggests techniques for recruiting minority group members and focuses on how to evaluate the qualifications of minority group applicants and maintain a cooperative work atmosphere when they are hired. Negro colleges and media are listed for the benefit of the recruiter who desires to reach this group. This report is a good guidebook for those attempting to hire minority group members with or without a college degree.

Effectively Employing the Hard-Core. New York, National Association of Manufacturers, 1968. 17p. This booklet discusses all aspects of employing the hard-core from approaches in recruitment to supervisory problems to upgrading. Provides a good basic background in the many problems involved.

Erber, E. Jobs go where the poor can't. Manpower. 2:3-7, September 1970. The article focuses on the lack of suitable housing for minority groups in suburban areas and the resultant labor shortages faced by suburban employers. The author recommends a reform in suburban zoning practices and an increase in public housing.

Hayghe, Howard. Employment of high school graduates and dropouts. Monthly Labor Review. 93:35-42, August 1970. This is a special labor force report which examines the employment experience of the nation's youth who were not in school in October, 1969. The report discusses the labor force characteristics of young high school graduates and school dropouts, their family's incomes and the types of jobs they obtain.

Hilaski, Harvey Jr. How poverty area residents look for work. Monthly Labor Review. 94:41-45, March 1971. The article presents some findings from the Urban Employment Survey on job seeking methods used by poverty area residents in six major urban areas. One of the most effective methods was checking with relatives while two of the major methods used-- the employment service and newspaper-- showed limited success in placement.

Karp, William. Basics of a hard-core program. Training in Business and Industry. 7:23-7, June 1970. The author describes what to anticipate in developing a program to train the hard-core unemployed. He covers such areas as recruitment, employment procedures, remedial education, and supportive services.

Naisbitt, John. Great alarm-clock revelation and other myths about hiring and training the hard-core. Training in Business and Industry. 6:45-9, November 1969. The author explains three commonly held myths about the hard-core unemployed and lists six factors that indicate that a company should not become involved in a training program for the hard-core.

Rosen, Doris B. Employment Testing and Minority Groups. Ithaca, New York, New York State School of Industrial and Labor Relations, Cornell University, 1970. 30p. This booklet reviews the issues related to testing and minority-group employment. The author concludes that neither providing jobs or good testing practices alone will solve the problems of upgrading blacks. These people must also be educated in order to leave the unskilled labor forces and enter a skilled area.

Rosen, Hjalmar and Melvin Blonsky. Dual standards in employing the hard-core. Personnel Administration. 33:4+, March-April 1970. The author suggests some guidelines for assimilating the hard-core unemployed into the regular work force. He also explores two major problems-- lowering of employment standards and dealing with unacceptable job behavior. He concludes that a set of standards must be formulated which is fair to all employees and which does not reduce production.

*Ryscavage, Paul M. and Hazel M. Willacy. Employment of the nation's urban poor. Monthly Labor Review. 31:15-21, August 1968. A careful statistical analysis of the relationship of the poor in the U.S. population and labor force participation is presented by the author. He expresses the magnitude of the problem still to be met to raise the standard of living of a significant number of Americans who live in poverty and deprivation.

Stevenson, Gloria. Channels to opportunity. Manpower. 2:2-8, April 1970. The author describes the growing trend of television job programs designed to inform the unemployed of job and training opportunities in their areas. She points out that television is one of the most effective methods of reaching large masses of people. The article includes a summary of the U.S. Employment Service guidelines for television job programs.

Tildon Jr., Charles G. The hospital as social reformer. Hospitals, J.A.H.A., 45:64+, September 16, 1971. The author believes that the health field excludes the disadvantaged from meaningful jobs and perpetuates the

idea of inequality. He notes that successful recruitment of the disadvantages requires attitudinal changes and the provision of occupational mobility and mobility and competitive wages.

Urban Employment. (Chicago: Urban Research Corporation), $40 a year. This eight-page newsletter on minority hiring, training and upgrading is published twice a month. It includes regular reports on such subjects as union activities relating to minority employment, changes in governmental requirements on minority employment, and case studies of model programs for hiring and training minority recruits.

TRAINING AND UPGRADING

Brandt, Steven C. A no-nonsense approach to employee training. Business Management. 35:53-5, January 1969. A discussion of four basic principles which support the idea that training is a means to an end, and not an end in itself. These principles are applied to the training of all employees including the hard-core unemployed.

*Clark, Kenneth B. No gimmicks, please Whitey. Training in Business and Industry. 5:27-30, November 1968. In order to draw ghetto youth into employment and training for productive work, employers need to understand the sources of the attitudes they express in various behavioral forms. The author sets forth some of these sources and urges that whatever is done be done with sincerity and respect for the individual's potential. Training programs must be designed in a manner to take into account the effects of a generally inferior educational program to which Negroes have been exposed, while at the some time holding to performance standards similar to those expected from all employees. This piece can form the basis for training supervisors about the psychology of the ghetto resident and his learning problems and capacities.

Crane, Donald P. Developing Negroes for management positions. Training and Development Journal. 25:40-42, March 1971. In this article, the author offers guidelines for overcoming the problems of integrating blacks into positions of management responsibility.

Fiester, Kenneth. Upgrading hospital workers. Manpower. 2:24-27, August 1970. The author discusses the results of the upgrading program devised and operated by the American Federation of State, County, and Municipal Employees (AFSCME) and financed by a $1.2 million MDTA grant. Eleven hospitals in three cities supported training programs that ranged in length up to four months.

Gillespie, Clarence W. Getting entry-level training together. Comprehensive Health Services Technical Assistance Bulletin, 2:4-8, March 1971. The author describes some of the basic elements that go into entry-level training programs. He points out the necessity of building in positive reinforcement factors to strengthen the participant's self-image. The author also stresses a number of problems encountered in entry-level training efforts.

Haskett, Mark A. The New Careers Concept: Potential for Public Employment of the Poor. New York, Frederick A. Praeger, Inc. 1969. 113p. The author emphasizes the advantages of the new careers concept and presents examples of the various restructuring which has occurred in the medical and health fields. He also discusses the problems such a program presents.

Jacobsen, Lee. It is not enough for the hard-core to get jobs--they have to get jobs with a future. Training in Business and Industry. 7:25-33, August 1970. The author points out that approaches such as job ladders, on-the-job training, and scholarships traditionally used by private industry for upgrading workers have not been successful for the most part. He cites such programs as New Careers, Training Incentive Payments, and the technique of High-Intensity Training as the most successful and effective approaches which should be used by industry to upgrade workers.

Kent, James A. Education in the New Careers Program. (New Careers Perspectives, Reprint Series No. 8.) Washington, D.C., New Careers Information Clearing-house 1969. 10p. The author presents the new careers concept of giving academic credit for on-the-job training, practical experience, and learning theories developed by the trainee. Part of the program involves developing trainers from a poverty background or minority group.

Lang, P.A. From brooms to blood pressures: a program to retrain housekeepers and janitors to become nurses' aides and orderlies. Nursing Outlook. 18:25, October 1970. The author describes a program conducted by the manpower development department of the Bexar County Hospital District, San Antonio, Texas, to upgrade hospital workers. Since the students who completed the eight-week program were Mexican-Americans with poor educational backgrounds and language problems, instructional material had to be prepared that was clear and simple.

Marshall, Ray. Reflections on upgrading. Manpower. 2:2-7, January 1970. The author identifies some of the major problems encountered in upgrading members of minority groups. He urges better counseling for the unemployed and underemployed and suggests that government funds for training be assigned the trainees rather than businesses or government agencies.

New medicine for old maladies. Manpower. 3:7, February 1971. The article describes the program to train health advocates and family health workers at the Martin Luther King Jr. Health Center in New York. Functions of the advocate are to sensitize center staff to the needs of low-income patients, inform patients on resources in the city to promote their health, and build community self-sufficiency in health matters. Family health workers are trained to perform many of the home nursing services traditionally given by professional nurses and various social casework services usually handled by graduate social workers.

Pruger, Robert and Harry Specht. Establishing new careers programs: organizational barriers and strategies. Social Work. 13:21-32, October 1968. This article identifies some of the obstacles and opportunities in the implementation of a New Careers program. The author presents some suggestions to modify the negative consequence of such an implementation.

*Riessman, Frank. New Careers: A workable approach to hard-core unemployment. Personnel. 45:36-44, September-October 1968. Selection and initial job instruction is not enough to keep this category of entrants on the job with any degree of permanence. The author suggests that normal training procedures must be enhanced with job restructuring, supervisory understanding and co-operation, and opportunities for development and growth.

Riessman, Frank and H. Popper (eds.) Up From Poverty. New York, Harper & Row, 1968. 332p. This book is a collection of opinions which examines the themes and policies of the New Careers strategies. The New Careers approach is presented from a public view, from the view of those involved in the various programs, and from the view of those who are looking into the future with regard to the problems of poverty and employment.

Sullivan, John F. Assimilating the newly-employed hard-core. Training and Development Journal. 24:44-8, September 1970. This is a discussion of a supervisor's problems with the hard-core unemployed during the assimilation period. The author offers suggestions for training which attempt to increase the understanding of supervisors and to improve employee and trainee attitudes.

Survival English does the job. Manpower. 2:8, December 1970. The article presents material on the Basic Occupational Training Program (BOLT) conducted by the Puerto Rico Forum in New York under a U.S. Department of Labor grant. Bolt objectives are to develop an occupational language training program for Spanish-speaking workers and to teach Spanish to Americans who work with Spanish-speaking persons. The first 50 hours of instruction for Spanish-speaking students focus on English concerned with immediate job skills, and the second 50 hours on a broader range of English needed on the job.

Travaglio, Ray et. al. Difficulties of black supervisors. Training and Development Journal. 25:33-34, February 1971. Report of a study which attempts to explore the problems a minority employee may encounter when promoted to a supervisory position.

U.S. Department of Labor. Cooperative Area Manpower Planning System: Concentrating Manpower Services Against Poverty. Washington, D.C., Government Printing Office, 1969. 8p. This leaflet describes the Cooperative Area Manpower Planning Service (CAMPS). The program operates through area manpower coordinating committees made up of local representatives of participating manpower and related programs.

U.S. Department of Labor. Experimental and Demonstration Program: Exploring New Approaches to Manpower Problems. Washington D.C., Government Printing Office, 1968. 8p. This leaflet provides information on the experimental and demonstration (E & D) projects under the Manpower Development and Training Act. The program is directed to the hard-core unemployed and underemployed--those with special problems in finding and keeping a job.

Upson, Phyllis. The under-employed as health workers? NDTRA Bulletin, 57:6-10, May 1971. The author describes a program developed in Houston to train indigent workers to become allied health professionals. The program sponsored by the San Jacinto Tuberculosis and Respiratory Disease Association and funded under the U.S. Department of Labor's New Career Program, was designed for individuals 22 years of age and older who were unemployed or underemployed, considered economically in need, lived in poverty areas, and were referred by the state employment commission. The training program prepares pulmonary function technicians, X-ray technician assistant, and health education aides.

CASE HISTORIES

Babbush, H. Edward. At Long Beach, they tell it like it is. Journal of College Placement. 30:57+, October-November 1969. The author describes a job opportunity seminar program at California State College. The seminar was designed to acquaint minority group members with the job opportunities available in education, industry, and government. The seminars also gave minority group students an opportunity to express their fears and concerns regarding employment.

Driscoll, Norman. Lessons from Charcoal Alley: The Watts CEP--what's happening and why. Manpower. 1:3-6, February-March 1969. The author discusses the Watts Concentrated Employment Program for the unemployed and underemployed and points out many of the problems encountered.

Ferdinand, Sister M. Clark. A hospital for the black ghetto. Hospital Progress. 50:49-51, February 1969. This article relates the efforts of Mercy Hospital in Pittsburgh to establish effective communication and rapport with the black community. The program included the establishment of a health careers training program for those in the community who wanted employment and for youth.

Graduate, Then What--Jobs in Health. Bethesda, Maryland, Division of Physician Manpower, Public Health Service, 1970. 10p. This project, conducted by the Continuing Education in Health Sciences Staff of the University of California San Francisco Medical Center, was designed primarily to acquaint minority group high school students with career opportunities in the health field. The project involved a series of two-way radio broadcasts on health careers. The hour broadcasts featured a half-hour panel discussion by a professional, a recent graduate, and two students from local high schools. This was followed by a half-hour question and answer period with questions being telephoned in by students from local high schools.

*Haynes, Ulric Jr. Equal job opportunity: the credibility gap. Harvard Business Review. 46:113-20, May-June 1968. A critical article which raises questions about the sincerity of white-collar employing organizations in their actions designed to get them safely under the "Equal Opportunity Employer" blanket. The author cites examples of their actions which are questionable in purpose and suggests procedures and practices which will tend to assign more credibility to company efforts to integrate minority members of society into the work force.

Hospital offers program to disadvantaged young. Journal of Nursing Education. 68:1743, August 1968. A brief description of new careers student program initiated by Montefiore Hospital and Medical Center in Bronx, New York.

Hospital training young "Unemployables". AMA News. 11:6, September 16, 1968. A description of a training program initiated by the Good Samaritan Hospital in Dayton, Ohio. This is a 10-week program undertaken without any federal financial assistance.

Johnson, Lawrence A. Employing the Hard-Cord Unemployed. New York, American Management Association, 1968. 224p. A report on an American Management Association study which examines the approaches used by some 40 companies employing the hard-core unemployed. This book illustrades the efforts by industry to provide new jobs for the disadvantaged in urban areas.

Kleinschrod, Walter A. White collar jobs and the hard-cord unemployed. Administrative Management. 29:20-8, April 1968. A special report on the efforts to train and hire the hard-core unemployed in government and private sectors. This report is based on a three-month study conducted by AM. The study shows that there isn't any one solution but only partial solutions among the many programs, policies and laws aimed at the employment of the hard-core.

Lashof, Joyce C. Chicago project provides health care and career opportunities. Hospitals, J.A.H.A. 43:105-8, July 1, 1969. The author discusses the use of indigenous people in nonprofessional health jobs in a neighborhood center on Chicago's west side. She points out the need to establish a clearly defined careers ladder and make the community aware of the factors involved in upward mobility.

Lesparre, Michael. Hospitals and the ghetto: A try for rapport. Hospitals, J.A.H.A. 43:55-62, July 1, 1969. This article reports on a workshop held at Mount Zion Hospital and Medical Center in San Francisco. The workshop was designed to explore ways in which hospitals can relate to and communicate with the urban poor. One area explored was recruitment and training of manpower in ghetto areas.

Letourneau, Charles U. Right man-right job. Hospital Management. 106: 50-1, November 1968. A recount of a telephone conversation which illustrates discrimination in employment. In this conversation a hospital trustee is looking for a new hospital administrator.

Mills, Miriam. One hospital's experience in training underprivileged youths. Hospitals, J.A.H.A. 43:46-9, December 1, 1969. This article relates the advantages and disadvantages which the staff of the Jewish Home and Hospital for the Aged in New York faced during the training of youngsters through the Neighborhood Youth Corps. One unexpected benefit was the good effect on the morale of those employees who participated.

Zahn, Stella. Neighborhood medical care demonstration training program. Milbank Memorial Fund Quarterly. 46:309-28, July 1968. A discussion of the Neighborhood Medical Care Demonstration Training Program whose goals are to provide a neighborhood health center and its parent hospitals with trained medical personnel, to provide residents in a low-income area with training and employment as health workers, and to provide health personnel who bridge the language and cultural gaps between the professionals and low-income patients.

MISCELLANEOUS

Bond, Helen. Disadvantaged teen-agers learn fundamental job skills as volunteers. The Volunteer Leader. 12:20-23, August 1971. The author outlines a junior volunteer program for students from an inner city community at Highland General Hospital, Oakland, Calif. The hospital gears orientation and training programs to meet individual group needs. In addition to the volunteer program the hospital places some volunteers in the Neighborhood Youth Corps who work in the hospital.

Directory for Reaching Minority Groups. Washington, D.C., U.S. Department of Labor, 1970. 255p. $2. This directory, prepared by the Bureau of Apprenticeship and Training of the U.S. Department of Labor's Manpower Administration, lists names, addresses, and telephone numbers of organizations and individuals with the ability to reach minority groups and inform them of affirmative action programs for job training and job opportunities. Included are organizations which have contact with special groups such as Indians and Spanish-speaking Americans. Available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Palomares, Uvaldo, (ed.) Culture as a reason for being. The Personnel and Guidance Journal, vol. 50, October 1971, $2.50. This special issue of the Journal focuses on three ethnic groups: native Americans, Puerto Ricans, and Chicanos. Articles report on the attitudes high school youth have toward guidance counselors and the American educational system, the pride the various groups have in their cultural heritage, and suggestions for providing members of ethnic groups with better counseling. Available from APGA Publications Sales, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009.

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Administrative Management, 212 Fifth Ave., New York, New York 10010

American Journal of EEG Technology, American Society of Electroencephalographic Technologists, Box 2071, Phoenix, Arizona 85001

American Journal of Hospital Pharmacy, American Society of Hospital Pharmacists, 4630 Montgomery Ave., Washington, D.C. 20014

American Journal of Medical Technology, Suite 1600, Hermann Professional Building, Houston, Texas 77025

American Journal of Nursing, American Journal of Nursing Co., 10 Columbus Circle, New York, New York 10019

American Journal of Occupational Therapy, American Occupational Therapy Association, Inc., 251 Park Ave., South, New York, New York 10010

American Journal of Psychiatry, American Psychiatric Association, 1700 18th St., N.W. Washington, D.C. 20009

American Medical News, American Medical Association, 535 N. Dearborn St., Chicago, Illinois 60610

AORN (Association of Operating Room Nurses) Journal, Association of Operating Room Nurses, 8085 E. Prentice, Englewood, Colorado 80110

Bulletin on Hospital Education and Training, Hospital Research and Educational Trust, 840 N. Lake Shore Drive, Chicago, Illinois 60611

Business Management, 22 W. Putnam Ave., Greenwich, Connecticut 06830

Career Development, University Research Corporation, 4301 Connecticut Avenue N.W., Washington, D.C. 20008

Chandler Publishing Company, 124 Spear St., San Francisco, California 94105

College Entrance Examination Board (CEEB), Publications Order Office, Box 592, Princeton, New Jersey 08540

Ebony, 1820 S. Michigan, Chicago, Illinois 60616

Garrett Park Press, Garrett Park, Maryland 20766

Government Printing Office, Washington, D.C. 20402

Harper & Row Publishers, 49 E. 33rd St., New York, New York 10016

Harvard Business Review, Soldiers Field, Boston, Massachusetts 02163

Higher Education and National Affairs, American Council on Education, 1785 Massachusetts Ave., N.W., Washington, D.C. 20036

Hospital Progress, 1438 S. Grand Blvd., St. Louis, Missouri 63104

Hospital Topics, 4747 W. Peterson Ave., Chicago, Illinois 60645

Hospitals, Journal of the American Hospital Association, 840 N. Lake Shore Drive, Chicago, Illinois 60611

Industrial Arts and Vocational Education, P.O. Box 1616, Riverside, N.J. 08075

Inhalation Therapy, American Association for Inhalation Therapy, 3554 Ninth St., Riverside, Calif. 92501

Institute of Labor and Industrial Relations, University of Michigan, Ann Arbor, Michigan 48104

Integrated Education, Integrated Education Associates, 343 S. Dearborn St., Chicago, Illinois 60604

Journal of College Placement, College Placement Council, Box 2263, Bethlehem, Pa. 18001

Journal of Medical Education, Association of American Medical Colleges, One Dupont Circle, N.W., Washington, D.C. 20036

Journal of Negro Education, Howard University, Bureau of Educational Research, 2400 Sixth St., N.W., Washington, D.C. 20001

Journal of Nursing Education, 330 W. 42nd St., New York, New York 10036

Journal of Practical Nursing, National Association for Practical Nurse Education and Service, Inc., 1465 Broadway, New York, N.Y. 10036

Journal of the American Dietitic Association, 620 N. Michigan Ave., Chicago, Ill. 60611

Journal of the American Medical Association, 535 N. Dearborn St., Chicago, Ill. 60610

Journal of the National Medical Association, National Medical Association, 1219 Girard St., N.W., Washington, D.C. 20009

Junior College Journal. American Association of Junior Colleges, 1315 16th St., N.W., Washington, D.C. 20036

McGraw-Hill Book Co., Inc., 330 W. 42nd St., New York, New York 10036

Manpower, Superintendent of Documents, Government Printing Office, Washington, D.C. 20402

Medical Care, J. B. Lippincott Co., P.O. Box 8346, Philadelphia, Pa. 19101

Milbank Memorial Fund Quarterly, 40 Wall St., New York, New York, 10005

Modern Hospital, 1050 Merchandise Mart, Chicago, Ill. 60654

Monthly Labor Review, Government Printing Office, Washington, D.C., 20402

National Association of Manufacturers, 227 Park Ave., New York, N.Y. 10017

New Careers Information Clearinghouse, National Institute for New Careers, University Research Corp., 4301 Connecticut Ave., N.W., Washington, D.C. 20008

New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York 14850

Nursing Outlook, American Journal of Nursing Co., 10 Columbus Circle, New York, N.Y. 10019

Nursing Research, American Journal of Nursing Co., 10 Columbus Circle, New York, N.Y. 10010

Personnel, 135 W. 50th St., New York, New York 10020

Personnel Administration, 484 National Press Building, 529-14th St., N.W., Washington, D.C. 20004

Occupational Outlook Quarterly, Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402

Personnel and Guidance Journal, American Personnel and Guidance Association, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009

Praeger, Frederick A. Inc., 111 Fourth Ave., New York, New York 10003

Prentice-Hall, Route 9 W., Englewood Cliffs, New Jersey 07632

Public Relations Journal, Public Relations Society of America, Inc., 845 Third Ave., New York, N.Y. 10022

RN, Medical Economics, Inc., P.O. Box 56, Oradell, N.J. 07649

Social Work, Two Park Avenue, New York, New York 10016

Today's Health, American Medical Association, 535 N. Dearborn St., Chicago, Ill. 60610

Training and Development Journal, P.O. Box 5307, Madison, Wisconsin 53705

Training in Business and Industry, Gellert Publishing Co., 33 W. 60th St., New York, New York 10023

University of Wisconsin, Industrial Relations Research Institute, Madison, Wisconsin 53706

Urban Research Corporation, 5464 South Shore Drive, Chicago, Illinois 60615

Vocational Guidance Quarterly, National Vocational Guidance Association, 1607 New Hampshire Ave., N.W., Washington, D.C. 20009

The Volunteer Leader, American Hospital Association, 840 N. Lake Shore Dr., Chicago, Illinois 60611